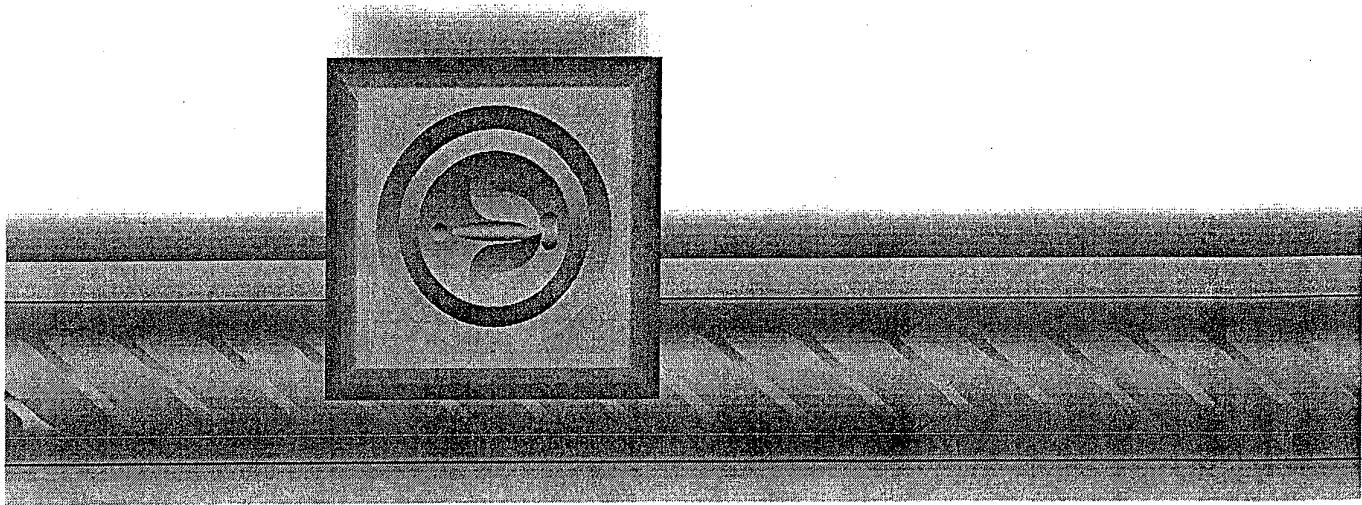


# **Benefits Design Committee**



# **PeopleSoft Benefits Administration Benefit Plan Setup**

**4/16/02**

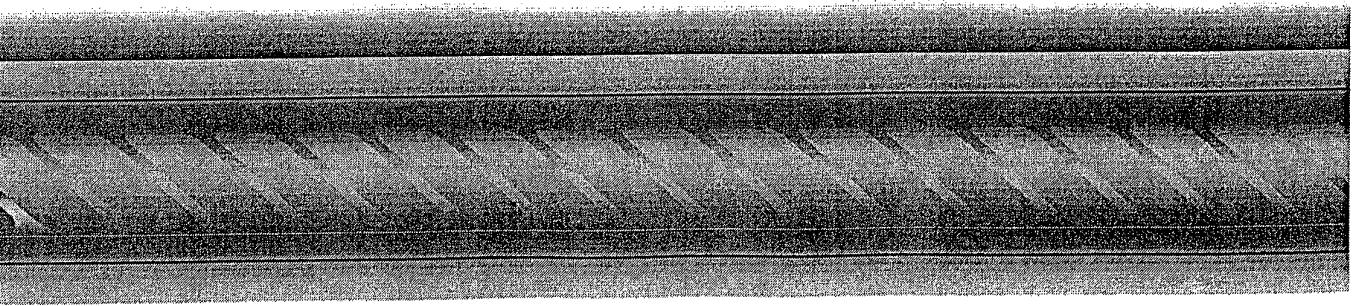
# Why PeopleSoft?

- PeopleSoft is a Package Software System designed to be flexible enough to support diverse business requirements.
- DHRD, UH and the Judiciary uses PeopleSoft HRMS as their HR solution.
- PeopleSoft should continue to comply with Federal regulations in order to support their customers needs.

# How Stable is PeopleSoft?

- Founded in 1987
- Market Cap. of \$7.7 Billion
- 8,000 employees
- \$1.7 billion in revenues (FY 2000)
- Over 4,600 customers
- Ranked #2 (software industry) in "FORTUNE's list of America's Most Admired Companies"

[http://www.fortune.com/lists/mostadmired/indsnap\\_12.html](http://www.fortune.com/lists/mostadmired/indsnap_12.html)

- 
- # PeopleSoft Benefits
- ## Administration Customers
- **Hewlett-Packard**
    - 90,000 employees in 120 countries
  - **Staples**
    - 40,000 employees
  - **JC Penney**
    - 150,000 employees
  - **State of Kansas**
    - 40,000 employees

# How Flexible is PeopleSoft?

- Can PS support a high option, low option & triple option plans?
- Can we add new benefits like Chiropractic or Hearing?
- Can we setup multi-tier plans?
- Can we bundle benefits?
- Can PS assess an administrative fee?
- Can PS support cafeteria plans?
- What is the biggest limitation of the system?

# Building Benefit Options

Benefits Program +  
Plan Type +  
Benefits Plan +  
Coverage Code +  
Cost

# PeopleSoft Benefit Program

Define Basic Benefits Setup Benefit/Deduction Program (B)

File Edit View Go Favorites Setup Process Report Help

Benefit Program Plan Type and Option Cost

Benefit Program: UPW

Effective Date: 07/01/2000 Status as of Effective Date: Active

Description: United Public Workers Program Type: Automated

Short Description: UPW

Dependent Limits

Dependent Age Limit: 19 Student Age Limit: 19

Exclude Disabled from Age Limit

Dependent Ineligible if Married

COBRA: 2 CUBRA Surcharge %: 2 CORRA Disabled Surcharge %: 2

Benefits Administration

Apply Excess Credits to:  Cash

FSA: Flexible Spending Acct Run ID:  \$0.00

FSA: Minimum Check Amount:  \$0.00

FSA: Maximum Annual Pledge: 999999.99

FMLA: Family Medical Leave Plan ID:

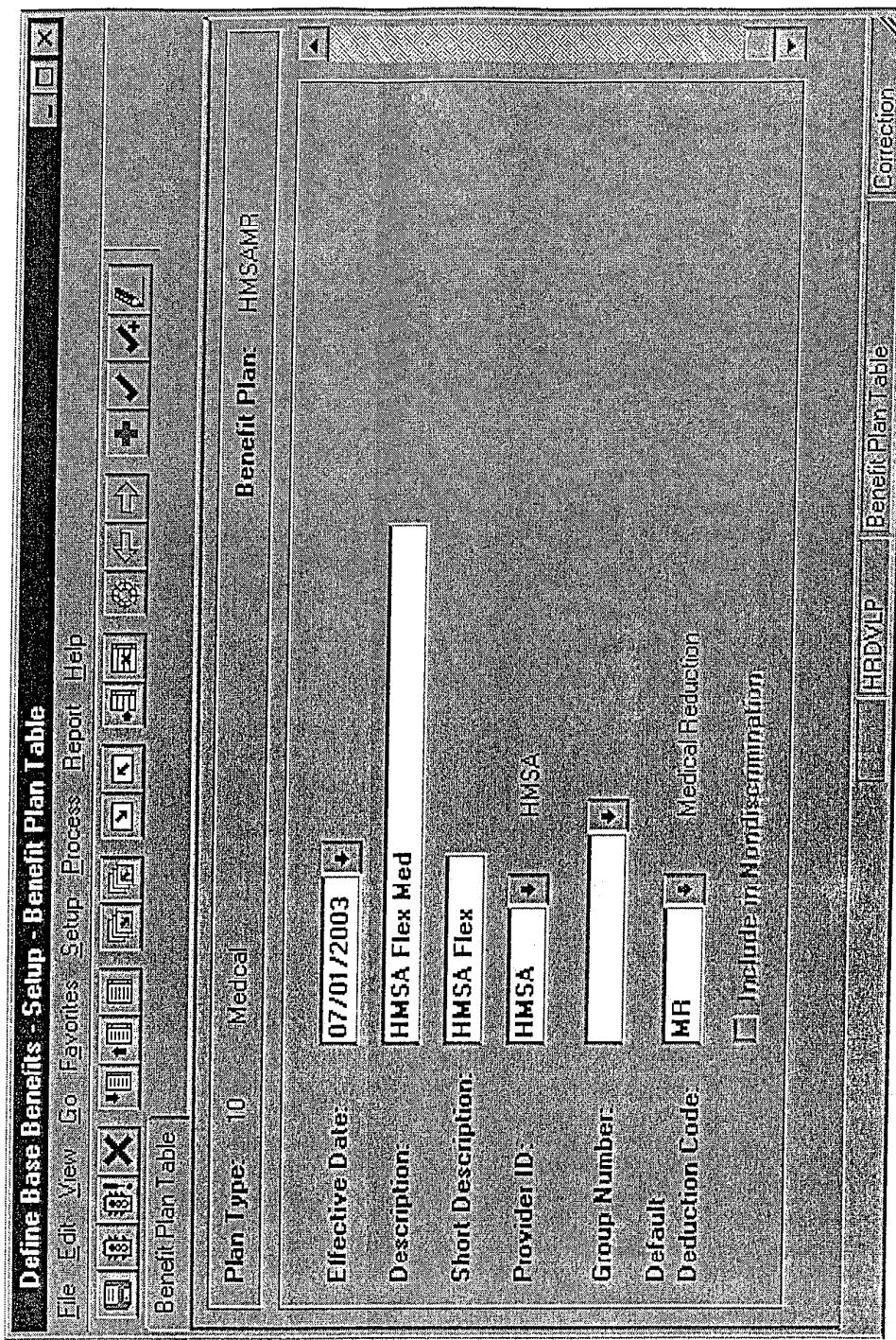
HRDYLE: Benefit Program Connection

4/16/02

# PeopleSoft Plan Types

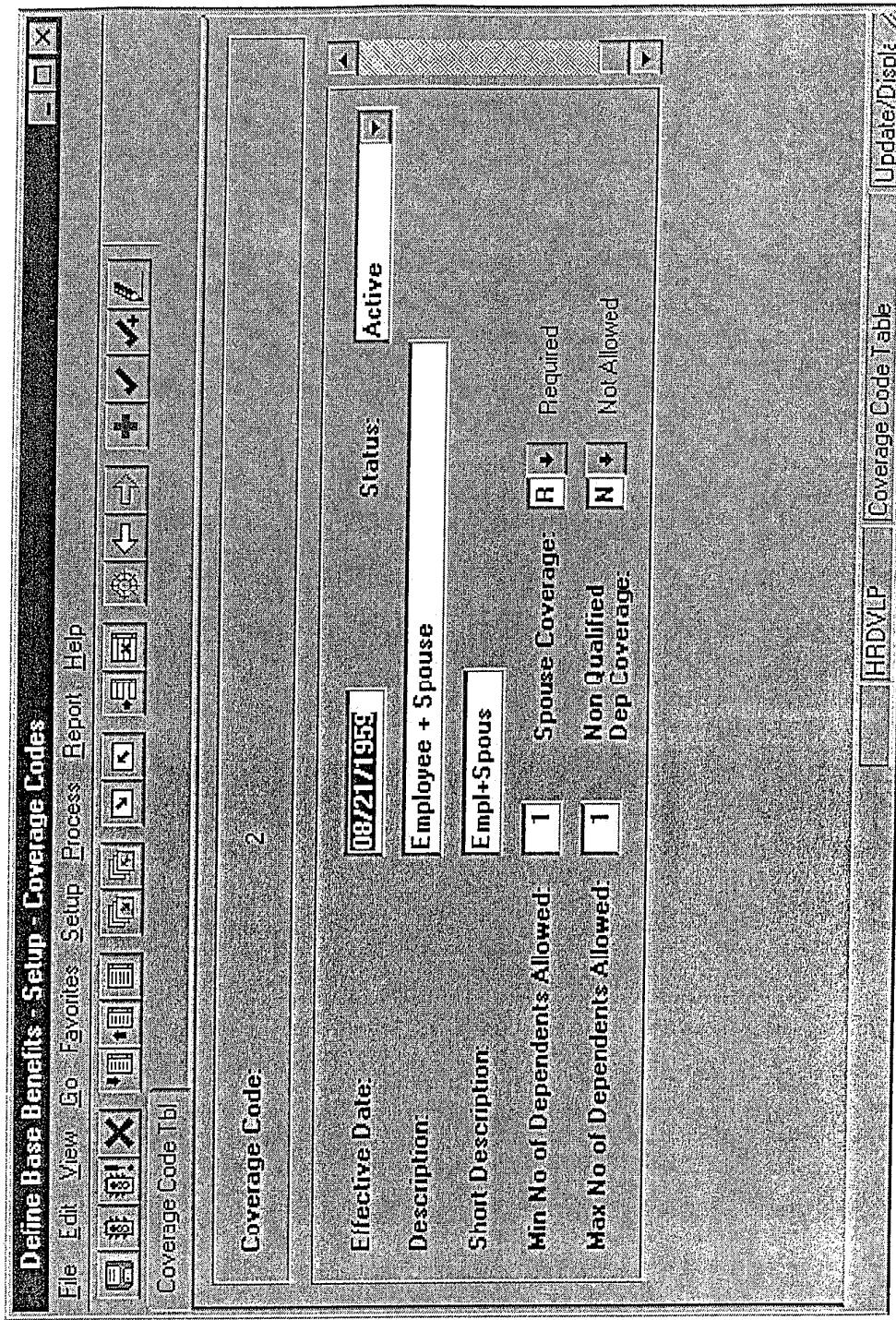
- 00 General Deduction
- 01 Benefit Program
- 10 Medical
- 11 Dental
- 12 Medical/Dental
- 13 Major Medical
- 14 Vision
- 15 NQ Medical
- 16 NQ Dental
- 17 NQ Vision
- 1T Medicare Part A
- 1U Medicare Part B
- 1V Prescription Drug
- 1W Children's Dental
- 1Y NQ Prescription Drug
- 1Z NQ Children's Dental
- 20 Life
- 21 Supplemental Life
- 22 AD/D
- 23 Life and AD/D

# PeopleSoft Benefit Plan



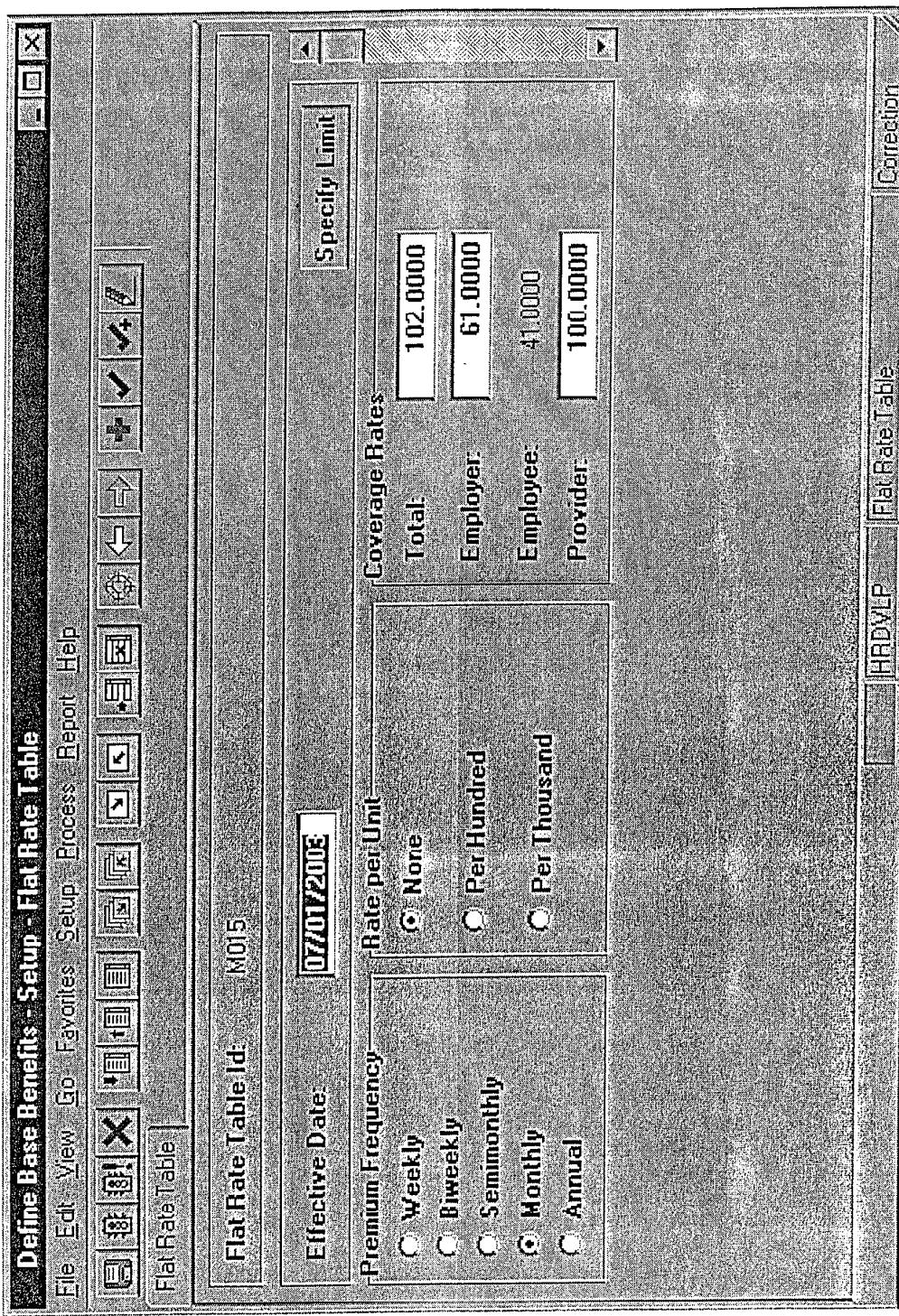
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# PeopleSoft Coverage Code



4/16/02

# PeopleSoft Cost



4/16/02

11

# Plan Type, Benefit Plan & Coverage Code

Define Base Benefits - Setup - Benefit/Deduction Program Tbl

File Edit View Go Favorites Setup Process Report Help

Benefit Program Plan Type and Option Cost

Opt Up ID	Benefit Plan	Cvg Cd	Det	Deductin Cd	Opt Seq	Opt Ed	Opt E	Eleg ID	Geog Dcn	XpType	XPlan	XL
70	HMSAMR	1	<input type="checkbox"/>	MR	11	11	1			BTAX		
80	HMSAMR	4	<input type="checkbox"/>	WB	12	12	1			BTAX		
10	KHHMR	1	<input type="checkbox"/>	MR	13	13	1			BTAX		
120	KHHMR	4	<input type="checkbox"/>	MR	14	14	1			BTAX		
150	KPMR	1	<input type="checkbox"/>	MR	15	15	1			BTAX		
160	KPMR	4	<input type="checkbox"/>	MR	16	16	1			BTAX		
920	UPWMR	1	<input type="checkbox"/>	MR	17	17	1			BTAX		
930	UPWMR	4	<input type="checkbox"/>	MR	18	18	1			BTAX		

Benefit Program: UPW Effective Date: 07/01/2000

Plan Type: 10 Medical  COBRA Plan  
DispPlanSeq: 10  HIPAA Plan

Event Rules ID: MED MedDrug Minimum Annual Contribution: 0.00  
Maximum Annual Contribution: 0.00

Wave Coverage: Y  Always Allowed

Load Cross Plan Values

HDVLP Plan Type and Option Update/Display

4/16/02

12

# Cost

Define Automated Benefits Setup Benefit/Deduction ProgramTbl

File Edit View Go Favorites Setup Process Report Help

Benefit Program Plan Type and Option Cost

Benefit Program: UPW Effective Date: 07/01/2000

Plan Type: 10 Medical

Option Id: 7 Option Type: 0 Benefit Plan: HWSAMR Coverage Code:

Cost Cost Type Rate Type Rate TblID Earn Code Calc TblID

7 Price Flat M015 +

HRDMP Cost Correction

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## Summary

- PS can define a high option, low option & triple option in its benefit plan table.
- Additional benefit types like chiropractic and hearing benefits are easily added as new plan types.
- PS coverage codes allows multi-tiered levels and allow you to specify validate dependents base on relationships.

## Summary (continued)

- PS can bundle benefits like Kaiser medical and prescription drug.
- Administrative fee can be assessed on a per plan bases.
- According to PS documentation the system can support cafeteria style plans.
- Limitation - the system cannot prorate premiums by the day.

4/16/02

